

TRAINING POLICY



**MARSHALL
CONSTRUCTION**

MAY 2023

Statement of Training Policy

The company recognises that training is fundamentally linked to its efficiency. It is also a duty, which is owed to its employees.

To help achieve company objectives there will be a systematic approach to training requirements. The specific aims of the company's training policy are:-

To provide induction training for new entrants to the firm or for those transferred to a new department.

To ensure that training is available to enable individuals to reach a satisfactory level of competence in their jobs.

To provide the necessary training for those selected for promotion to be able to meet the demands of the new position.

To provide training that will enable employees to develop their skills in line with the business objectives.

To educate all employees in matters of Health & Safety.

All managers and supervisors have a responsibility to develop their operatives, however, Mr B. Sinclair, SHEQ Manager, has ultimate responsibility for training activities.

Training has a high priority within the company. Actual training which is ongoing includes:-

SMSTS/SSSTS, Safety Awareness, Asbestos Awareness, Plant Operations, Abrasive Wheels, First Aid, Manual Handling, and Construction Skills Certification.



B McDermott
Managing Director
22/05/2023
(Review May 2024)